



Northern California Football Conference

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Ms. Kathleen A. Rose, Ed.D.
Superintendent/President
Gavilan College.

September 14, 2017

Dear Dr. Rose,

Thank you for your letter of August 30, 2017, in which you submitted your final report of investigation of violations of the CCCAA Bylaws associated with the Gavilan football program.

As Commissioner of the Northern California Football Conference (NCFC), I want to take this opportunity to commend you for your pro-active actions in facilitating an investigation into alleged violations of the CCCAA Constitution and Bylaws by your intercollegiate football program. As stated in Article 7.4.5.1 of the CCCAA Constitution, *"The primary entity responsible for the application and implementation of CCCAA Constitution and Bylaws, rules, regulations, and procedures is the member college."* Your attention to alleged violations and your subsequent action to involve Mr. Dale Murray, Commissioner Coast Conference, in the investigation of these potential violation, is exemplary and certainly shows your commitment to the mission of the NCFC and the CCCAA, which is to provide an educational experience for our student athletes through a competitive environment which emphasizes sportsmanship, integrity and "playing by the rules".

In reviewing your letter, the investigation report, and exhibits it is clear that your findings are correct as discovery of several violations of the CCCAA Constitution and Bylaws have occurred. The Gavilan football program did provide special privileges to football student athletes that were not available to the general student population. Violations include; Bylaws 2.2.2 A and B, coaches acting as agents, 2.5.1 first contact with out of state prospects, 2.11.2B providing meals and transportation, and Bylaw 2.11.2.C soliciting of housing. Additionally, the providing of plane ticket or gas cards to football players is a violation of Bylaw 2.11.4 as offering services that are not available to all students.

The NCFC takes note of the corrective actions that have been taken by the college as specified in your self-report letter of August 30, 2017

CCCAA Article 7.3.2 which deals with the imposition of sanctions for violations of the constitution and bylaws state that "In compliance with the due process procedures of the Constitution and Bylaws, such sanctions may be imposed by the colleges, conference commissioner, conferences, the CCCAA Board, or the Arbitration Panel."

The following penalties and sanctions are being applied according to CCCAA Article 7.3 and found in Level I of the Article 7.4.11 Infractions Chart.

1. The Gavilan College football program will be placed on probation for three years and the loss of post-season play for two-years. The supervisors of the probation period shall be the college president and the NCFC commissioner.
2. The student athletes listed in the submitted Gavilan report dated Aug. 30, 2017 will be deemed athletically ineligible.
3. All in-service training sessions' agenda and minutes, conducted by Dean Ron Hannon, will be communicated to the NCFC Commissioner.
4. The Gavilan Head Football Coach will meet bi-monthly with Dean Hannon to discuss all details regarding recruiting practices and provide written details about prospects, first contact and all recruiting activities by the Head Football Coach and football staff members. These meeting minutes will be documented and shared with the College President and the Commissioner.

It should be noted: Article 7.4.6.1 provides the college the right to due process and appeal decisions rendered by the conference commissioner. All such appeals must be submitted to the Conference Commissioner In writing and signed by the college president within ten (10) days of the conference commissioner's ruling. Any appeal will be directed to the CCCAA Appeals Board.

I would like to express my appreciation for your cooperation in this matter. Your commitment to thoroughly investigate the alleged violations, as well as your commitment to insure Gavilan College comes into compliance with all provisions of the CCCAA Constitution and Bylaws, shows great leadership and integrity. I am confident that the college, going forward, will provide the necessary oversight and institutional control of the football program. I am also fully confident that we can work together to complete the conditions of the probations and Gavilan College's reputation as an outstanding educational institution, providing an excellent athletic program with life-long educational experiences will continue forward.

Respectfully Yours,



Gary Kollenborn, Commissioner

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